

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

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DAN CAMPBELL
508 E. 6TH ST.
CLARE, MI 48617



This man is the highest paid union official in the world. Who is he, and how does he earn \$426,873 a year? The answer to these questions—and information on the 53 Teamsters who often sign concessions for others, but never for themselves—are on page 12.

Bliss Goes Back To Borman's

Jerry Bliss, Secretary-Treasurer of Local 337 (the largest in Michigan), got his job back with full back pay and benefits on June 22.

Bliss was fired by his employer, Borman Foods, in March, because he had spoken to the news media about proposed contract concessions. He had been elected secretary-treasurer a year and a half ago as the candidate of the Rank & File Slate, when he defeated the son of International VP Bobby Holmes.

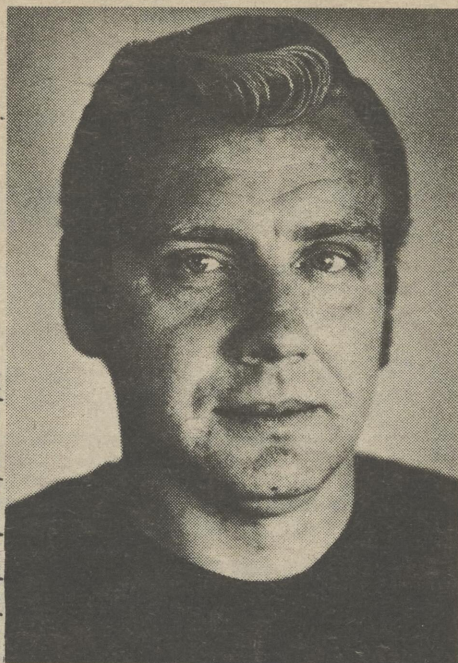
After the concessions were voted down, Jerry was fired. The company then proposed the concessions again, and when a second vote was taken, they were passed.

Strange Reaction

Local 337, led by Bobby Holmes, reacted to the firing of its secretary-treasurer rather strangely. First, two BAs signed a statement denouncing Bliss' comments, a possible signal to the company to fire him in the first place.

Then, the Union went right ahead with the second vote, not even demanding the return of the union officer as a condition. Finally, it took the Union until May 24 (two months!) to hear Jerry's grievance on the matter.

Fortunately, support for Jerry came from elsewhere—from petitions of shoppers, from fellow workers, from the American Civil Liberties Union, and from prompt legal action by the Detroit Metro TDU Chapter.



Convoy-Dispatch photo by Bob Gumpert

Borman's then decided to settle the case, with legal charges dropped in return for Jerry's reinstatement with full back pay.

Bliss stated after his return: "I thank all the Teamster members who expressed their support for me while I was fired. Your support was vital. I will repay that support by continuing to do my best to represent your best interests."

Congratulations to a union officer who sets an example for how all our officials should act.

Organizing in Chicago

Tank Drivers Fight Givebacks

Hundreds of Chicago area tank truck drivers are on the move, vowing to do whatever is necessary to save their contract from the wave of concessions which has swept across the industry in recent months.

On Sunday, July 11, over 50 tank drivers picketed the Local 705 union hall and demanded that Local 705 Sec.-Treas. Louis Peick act to stop the givebacks. Thus far the union has stood idly by while at least four Chicago tank companies—Transport Service, D & L, Rogers Cartage and Schneider Tank Division—have gotten pay cuts of up to 25%.

The July 11 picket came just three weeks after an even larger meeting of drivers to figure out a strategy to save the contract. At that meeting, a Tank Drivers Organizing Committee was formed and the following demands were formulated:

- * Revoke all concessionary riders to the tank contract and enforce the present contract as written.
- * Allow no more votes on concessions until the contract comes up for renegotiation in the Fall.
- * Elect a rank and file tank driver committee to participate in the Fall negotiations.
- * Bring all Chicago Tank common carriers into the same agreement.
- * Require all employers who want concessions to open their books to the rank and file.

The Organizing Committee is currently circulating petitions among Chicago tank drivers with these demands. Future meetings are planned for later this summer, with everything pointing towards bringing heavy pressure on the union to negotiate a decent contract in the Fall.

Opposition to the cutbacks has been led by Teamsters for a Democratic Union. Transport driver Mike Belzer is a member of the TDU International Steering Committee and many drivers are joining TDU because of its role in organizing against the cuts.

The rollbacks started back in April when Transport tried to put its drivers on percentage. Despite complete inaction by Local 705 officials John Navigato, Dan Liguoris and Sam Canino, the drivers flatly rejected percentage pay and demanded that other contract violations be stopped.

But a month later, with the company



Tank drivers picket Chicago Local 705 hall.

threatening their jobs, the Transport drivers agreed to a \$2.20 per hour and 4.2c per mile pay cut. They also gave up a free hour of loading and unloading time after any 1½ hours paid time. Similar cuts were imposed at the other three companies.

Disgust with the do-nothingism of Local 705 is spreading far beyond tank drivers. Teamsters working for the piggyback companies are also organizing to get better representation from Local 705 and are circulating their own petitions against concessions. And the word on the street in Chicago is that TDU is the place to go if you're ready to fight back.

Meanwhile, Louis Peick's indifference to the membership is reflected in the new salary figures for 1981 which TDU has printed on page 12 of this issue. Peick earned a total of \$166,571 last year. Quite a contrast to the 20-25% pay cuts he agreed to for Chicago tankhaulers.

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LETTERS

"We'll Turn This Union Back to the Drivers"

Dear TDU,

Back in 1960, when I went to work at UPS, my first paycheck was about \$5 after my union dues and initiation fee were deducted. A year later I was fired. I told UPS about air plane service and I wanted to fly it. They laughed and the pressure started coming down on me. I was dangerous to UPS, I was a driver with ideas, I had to go.

Local 710 didn't do anything. They said I'd have to come to Chicago. But I didn't have the money to go across the street for milk at that time.

Thanks to TDU and the Indianapolis Star, I found out about checking on our retirement fund, for myself and the drivers I represent. Two of us are short and will have to fight to get our time.

I lost one year with 710 and thousands of other UPS drivers will find out they lost a lot more than that, and I lost two years with this local I'm in now. Remember, this was in the '60's. As a union steward, I'm too low on the totem pole to know about the graft in the union but I can read.

Back in those days I knew of drivers with seven, eight years in the pension plans who for one reason or other are not in it now. One driver with ten years got tunnel vision and could not drive any more. I sent to the union to try and get him some time and money. Aha, I was told where to go, and when I told them of the drivers who were not in the fund any more and asked what happened to their money, I was told not to ask and if I did I would not be able to the next time.

"We'll Be At Every Meeting"

Dear TDU,

My wife and I (glad she was welcome) attended the TDU Meeting on June 20th at the Quality Inn, Route 55 & County Line Rd., Burr Ridge, Ill. (near Chicago). From here on in you'll see us at every meeting.

I'll make every effort to contact other tanker drivers about TDU meetings so they become aware and involved to unite and stand up for their rights and make the union work for them.

Enclosed is my check for membership and the cost for *Convoy-Dispatch* at 50 papers a month for two months.

Fraternally,

Ed Reilly
Local 705
Chicago, Ill.

MOVING?

Notify us of your new address or you will not receive your monthly *Convoy Dispatch*. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—CHANGE OF ADDRESS.

Well, this is my time now, and I'm going to ask and ask and push and push, and before Roy Williams and Presser and that front man in Chicago, Dorfman steal it all, I'm going to get some answers.

Mr. Williams wants to give our money to the government, is this to help? or a bribe? If it's help, it's a good idea, it has to be up front and with the drivers behind it. If it's a bribe to impress the President, to get him off his charges in Chicago, I think we have already given him too much help, which I wasn't asked to give in the first place. And I have not met one driver anywhere who wanted Roy Williams and his problems to run our union to begin with.

Thanks for your time and help. We will win in the long haul because we were right and stand together for one another, and we will turn this union back over to the drivers. Nobody is big or bad enough to stop us.

Fraternally,

Valdon Ake
Local 26
Fortville, Ind.

Problems in Local 667

Dear TDU,

I want to let people know some of the problems with representation (or lack of it) we have here in Memphis, Tenn. Local 667.

I transferred here in a change of operations a year ago from Kansas City, and PIE never paid my moving expenses. Instead of taking immediate action the union let the grievance drag on until a month ago.

I lost it, at the panel in Biloxi, without even being notified that my grievance would be heard. So I had no chance to present my own case, and actually ended up being denied payment for moving which is guaranteed in the contract.

Meanwhile PIE continues to give out warning letters, nine in 11 months. I never had one in seven previous years working for PIE, until I arrived in Memphis where the local seems afraid of the companies.

I'm 54 years old and I've fought racial prejudice all my life. I know it when I see it. I've had to file charges with the EEOC due to the union's inaction.

If any local needs reform, it's this one.

Fraternally,

Robert McCormick
Local 667
Memphis, Tenn.

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Motto of the Month

"Do not tolerate inside of your organization any secretary-treasurer or business agent who forgets the fact that he is responsible to the membership...Men who represent unions and who believe they are indispensable are dangerous not only to the union but to themselves.

"I have seen many men come and go within the labor movement, both nationally and locally, and only those who are faithful to their task and remember the words of their obligation and who have within them the common sense and judgement necessary to guide the destinies of the workers who have placed them in their respective positions—I repeat, only that kind remain. Above and beyond all, those are the only ones who have the respect, the appreciation and the gratefulness of the membership whom they represent."

—Daniel J. Tobin, Teamsters President from 1907 to 1952. From speech before Western Conference of Teamsters, June 9, 1943

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1981 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Elleen Janadia, (Local 337)
Konstantine Petros, Local 20

Mike Belzer, Local 705

Keith Gallagher, Local 229
Frank Greco, Local 478
Bob Kinnunen, Local 705
Gary Lazarowski, Local 407
Mel Packer, Local 800
Juana Retamozo, Local 912
John Torbet, Local 488

Alternates:

Jan Sunoo, Local 278
Welford Wigglesworth, Local 771

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707



New Weight and Length Bill Threatens Safety

House bill #6211 passed the House Public Works and Transportation Committee on May 12 and it is presently in the House Ways and Means Committee waiting to be acted upon sometime after this fall's elections.

If passed into law as presently written, this bill will:

- Set 80,000 lbs. as the Maximum and Minimum weight limit on all Interstate highways and reasonable access to and from the Interstates to reach terminals, restaurants, truck stops and garages.
- Permit those states that have higher weight limits to keep them.
- Limit single axle weights of 20,000 lbs, and tandem axle weight limits of 34,000 lbs.
- Set all state width limits at 102 inches (8.5 ft.), up from the present 96 inches (8 ft.).
- Set all state trailer length limits to 48' minimum for a tractor-trailer, and 28' for each doubler trailers, 28.5' for existing trailers.
- Requires all states to allow doubles on all Interstates.
- Longer combinations will be allowed

ed in those states that presently allow longer combinations.

- Requires the Secretary of Transportation to commission an impact study of longer combinations of up to 110', in other words, double 48's.

If you couple this bill with the efforts of the OMB and BMCS to do away with both the Driver's Logs and the Vehicle Conditions Reports (see story this page), where does it leave us? Our jobs and our lives?

We have three possible choices:

- 1) Do nothing at all and hope that this bill isn't passed into law.
- 2) Do everything we can to fight against this bill becoming law.
- 3) Support this bill if we can get our old S.B. #1390, the Motor Carrier Safety Act, added to this bill as an amendment so that all drivers will be protected against discipline and/or discharge for refusing to operate an unsafe vehicle or for refusing to violate any safety and/or weight laws.

It's your lives and your jobs that are on the line. What do you want to do about this bill? Are you willing to help accomplish whatever you want done?

Attack on Logs and VCRs Continues

The Bureau of Motor Carrier Safety (BMCS) has proposed to eliminate the uniform federal driver's log in favor of carrier forms and to weaken the Vehicle Condition Reporting (VCR) requirement.

The proposal on logs is due to be published shortly. BMCS has said it will "make changes" in the format of the logs, rather than repeal them completely.

But overwhelming opposition by TDU/PROD members has at least slowed the government's efforts to do away with logs. According to DOT sources, 1200 of 1300 responses opposed their elimination. As a result, the White House has authorized a third short-term extension of the logs, this time until the end of 1982.

TDU member Lou Reuter commented: "I think drivers have made it real clear to BMCS that we want the logs, but I'm worried they'll cave in to the trucking industry and let them use any format they want to record the

hours. That will make it impossible to enforce the hours-of-service regs."

Changes in VCRs

The proposed amendments to the VCR regulations include: 1) exemption of lightweight vehicles under 10,000 lbs.; 2) elimination of special inspection requirements for vehicles leased less than 30 days (7% of the vehicles on the highway); and 3) require a driver's signature only if the VCR reports deficiencies.

Hermann Myers, Sr. of Local 557 in Baltimore, said, "The VCRs are one of the few ways a driver can insure that vehicles are properly maintained and inspected." For the system to work, "drivers must be able to document the fact that defects exist."

Myers concluded, "BMCS appeared to be involved in a search and destroy mission to do away with any constructive idea to make highways safe for truck drivers and the motoring public."

Send This Coupon to the BMCS Today!

To: Bureau of Motor Carrier Safety
Room 3402, 400 Seventh St., S.W.
Washington, D.C. 20590

Re: Docket No. MC-48-1, Notice No. 82-5
Federal Register, Vol. 47, No. 117, 1992

The Federal Government must guarantee highway safety. Proper inspection and maintenance of vehicles are imperative.

- ☐ I oppose the exemptions of lightweight vehicles from the paperwork requirement of the federal regulations.
- ☐ I oppose the elimination of the inspection requirement for vehicles leased less than 30 days.
- ☐ Drivers should continue to complete the VCRs for each vehicle operated regardless of whether defects or deficiencies have been noted.

Additional Comments:

Name.....
Address.....

TDU introduces a new, informative booklet —

The Teamster Rank & File Pension Handbook

Get the facts in clear, easy to understand language on:

- qualifying for vesting
- getting top monthly benefits
- changing Teamster pension plans
- impacts of layoffs or decertification
- and much more

The Pension Handbook costs \$3.00. (\$2.00 apiece for orders of 5 or more)

Please send me _____ copies of the Pension Handbook. I am enclosing a total of \$ _____.

name _____ Local _____

address _____

city _____ state _____ zip _____

Send to: TDU, Box 10128, Detroit, MI 48210

U.S.: Keep Fund Independent

The U.S. General Accounting Office, Congress' investigative arm, has recommended that control over the Central States Pension Fund's money and assets remain in the hands of independent investment managers.

Control over the Fund's assets and investment decisions was placed in the hands of the Equitable Life Insurance Society in 1977 after the U.S. Department of Labor determined that the Fund's trustees had misused the funds. At that time, the trustees of the Fund, which has \$3.1 billion in assets and about 505,000 participants, were forced to resign.

Equitable's management contract and the Labor Department's special control over the Central States Fund expire in October, and the Fund is now

lobbying heavily to regain control over investment decisions.

But the three-year study recently concluded by the GAO warns that giving control back to the Fund "could create areas of potential abuse by the trustees." The report says that even after the trustees resigned in 1977, they "repeatedly and openly sought to undermine the independence" of the managers and to reassert control over the Fund's assets.

The GAO also said the trustees misused money still under their control by trying to make a \$91 million loan to a Las Vegas hotel. The money had been earmarked for employee benefits, administrative expenses, and for reserve funds.

Confusion Surrounds Freight Contract

Confusion continues to be the dominant ingredient in the International's policy on the freight contract, with hundreds of carriers still defying the Union, some six months after it was signed.

In a few cases, the Union has acted to defend the contract. A strike was called at *Hemingway*, which employed 1,000 Teamsters on the Atlantic Seaboard. The problem is that it seems that the International only takes such action against carriers like Hemingway and TIME DC which are determined to either bust the contract or go out of business (both of them had been in trouble for a long time). Thus the Union ends up taking the rap for putting a carrier out of business, and no strike deadline ever gets set at the other carriers.

For example, *Branch* and *Maislin* have both completely defied the Union, conducting their own votes on their own unilateral contracts, and imposing them on the members (in-

cluding \$2 per hour cuts) while laughing at the Union. These major carriers get away with this while the Union's toughest response is to file a grievance and let it sit.

Numerous smaller carriers are doing the same thing. TDU's survey of local situations showed that many have imposed their own cuts, with others just ignoring the union altogether.

Williams has appointed a representative in each area to oversee the situation, but in many areas these are known as sell-out artists, like Chuck Lester in Michigan (who is not even from a freight local) or Andy Suckart in Ohio. In some areas, like the Western Conference, there seems to be a serious attempt to impose some order on the situation, but the lack of national leadership still undercuts it.

Some carriers are still seeking "voluntary loans," as IML and others have been doing for some time. The Teamsters National Freight Industry Negotiating Committee issued a set of

guidelines for approval of such loans, updating the guidelines set in the Jones Motor case. On paper these guidelines are fairly strict, but enforcement is, unfortunately, far short of the written word. Members faced with such programs should get a copy of the guidelines from TDU and insist on their enforcement.

In the *truckload carriers*, the situation is worse. At companies like Schneider, B&L, Beaver and Carl Subler, certain officials have tried to sell freight contracts as bad as 21c a mile loaded and 11c deadhead. There has been some disagreement in the hierarchy on how low to go (example: Presser's people in Ohio want to give in to B&L's take-aways, while in Indiana the officers loyal to Williams have resisted), but basically it has been TDU and rank and filers who have fought back here.

Overall, what is needed now is a clear program and some leadership to

back it up. Right now, locals are underbidding each other, top officials are squabbling over who to blame, and the members are losing faith in the Union.

We feel that the freight contract gave more than enough concessions already, and that the International should set a deadline to enforce it on all. Further, all competition among locals to underbid each other should be ended. Employers who plead poverty should have to open the books to union inspection. And when contract bargaining leads to monetary concessions, job protections and guarantees should be won in return.

This kind of program seems to be the last thing on the mind of the International officers. Our main defense now is at the level of rank and file solidarity, to protect the contract as best we can. In a number of areas, this kind of action has been successful in blocking contract give-aways. We can't afford to stop fighting now.

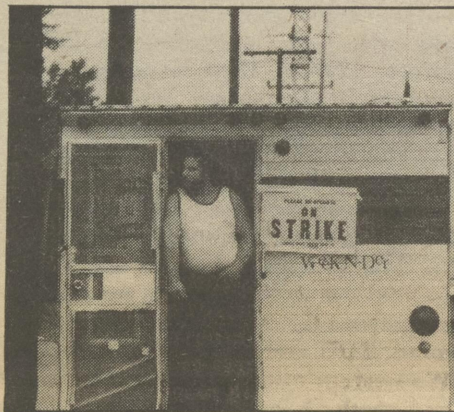
Lee Employees Defend Steward

Chris Farrand
Local 507, Cleveland

At a time when union members are being attacked as selfish and greedy, six members of Teamster Local 92 in Canton, Ohio, employed at Lee Cartage, a small steelhauling company, are showing what unionism really means—sticking together. The drivers are risking their jobs to win the reinstatement of their former steward, Bruce Strawder, who was fired because of his activity as their steward.

Grievance Deadlocked

They voted to go out June 28, after Strawder's grievance deadlocked at the national level. Lee Cartage owner, L. Dwight Rohrbaugh Jr. has vowed that none of them will ever work for Lee again. He is also trying to use the strike to break the union. He has told the strikers that he intends to file for bankruptcy and reopen non-union under another name. Local 92 has given only grudging support to the strikers, and indeed isn't showing



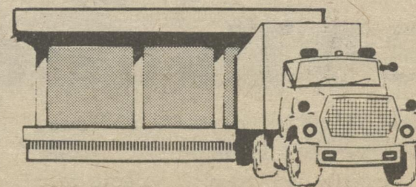
Bruce Strawder

much energy in representing steelhaulers at other companies either.

Informational Picket

The drivers' wives plan to hold an informational picket line in front of Rohrbaugh's home to alert other union members to the situation. Teamsters can help the Lee drivers by letting them know of any trip-leasers or non-union haulers who are picking up for Lee. Contributions to their strike fund are also welcome. Send them to Bruce Strawder, 1603 29th NW, Canton, Ohio 44709.

Freight Lines



Leaseway Opens Non-Union LTL Operation. Despite the difficulties being experienced by many LTL carriers, Leaseway Transportation Corporation jumped into the LTL business on June 1. LTC's new unit, Leaseway Express, began operating between 11 city pairs including New York, Chicago, Cleveland, Cincinnati, and Dallas/Ft. Worth, with intentions of expansion in the fall. The operation will use owner-operators and will be completely non-union. According to the magazine of the American Trucking Association, *Transport Topics*, all employees are on a pay system that includes productivity incentives as part of their compensation. There is no indication that the union plans to organize the new company.

Information Needed on White Motors Road Boss Braking Systems. A brother TDU member who drove for Roadway Express was paralyzed from the neck down in an accident he believes was caused by defects in a White Road Boss Braking System, manufactured by White Motors. The accident occurred on October 12, 1981, within blocks of Roadway's Dallas terminal, when the brakes apparently locked and caused the accident. The driver, L.D. Bethley, would like to know if other drivers for Roadway, or for any other company, have had any similar problems with this brake system. If you have information on this matter, please contact his attorney, William F. Porter, P.O. Box 1469, Hattiesburg, MS 39401, telephone (601) 545-7010.

Complaint Issued

NLRB Hits Subler's Illegal Tactics

The National Labor Relations Board has charged Carl Subler Trucking, Inc. with waging an illegal campaign of threats and intimidation against its employees in order to scare them into voting for a proposed contract.

The Board said the company's tactics were so intimidating that employees were afraid to discuss the contract with stewards and union activists opposed to ratification. In addition, the Board cited management for ripping down all anti-contract literature which had been posted on bulletin boards.

The company started its vicious campaign immediately after Subler drivers Clint Bundy and Bob Cummins joined TDU and started organizing against the contract. Management was

particularly upset by a flyer circulated by the two drivers which contained financial information on the company from Dun & Bradstreet's trucking analysis. The company wrote letters to every employee attacking the information, threatened to sue for libel and claimed that they would close their doors if the contract was voted down.

Despite these attacks, Subler's employees resoundingly defeated the contract by a 3-1 margin. The proposed contract was one of the worst sellouts around—a cut to \$8.50 hourly pay, 21.8c loaded mileage and 11c per mile deadhead! Local 79, in Tampa, which "represents" all Subler drivers from Pennsylvania to Texas, even though only 5 are domiciled in Tampa, cooperated with the company in trying

to sell the contract.

After the results of the vote were learned, Subler carried through on its threats to sue Cummins and Bundy for defamation. The two drivers, with the help of TDU's Washington office, responded by filing the charges with the NLRB, which resulted in a complaint issued in mid-July. TDU attorneys are confident the lawsuit will be thrown out of court.

Although Subler's rejected offer had been labelled a "final offer," Local 79 refused to strike and went back to the bargaining table. They managed to win a few minor improvements.

Bundy said, "The improvements the Union obtained when it went back to the bargaining table were only part of what they could have obtained had

they not aligned themselves with management." Whatever was won, however, can be attributed only to the rank and file's organizing efforts.

The company kept the pressure on for the second vote, which took place June 24. On this vote, it went 191 against, 129 in favor, about 60% opposed. Under the union's 2/3 rule, the contract is being imposed by minority rule.

Cummins and Bundy have said they hope the complaint is just the first step by the NLRB. They will try to convince the Labor Board to handle the case as aggressively as possible in order to get the maximum relief. And they will keep organizing their fellow Subler drivers with the help of TDU.

Chance to Shape our Destiny

Concessions Cause Upheaval in Union

By Ken Paff
TDU Organizer

The downhill slide that is eroding our contracts and costing our union hundreds of thousands of jobs is also having another effect. It is causing major upheavals within the union, at all levels—within the top hierarchy, at the local level, and in the rank and file.

It is my opinion that the very situation that is hurting us now—contract giveaways, the failure to organize, and the complete lack of leadership in the face of employer union-busting—can also provide the stimulus for change.

Fights at the Top

Fights at the top of the union are at the highest level in many years. In the *Central Conference*, VP Jackie Presser is feuding with those loyal to Williams. For example, at the March General Executive Board meeting, Presser was rebuked for agreeing to an Ohio Rider which gave up an additional \$1.16 pay cut to every trucking firm in Ohio. Holmes in Michigan cut the same deal. The International killed both schemes.

Meanwhile, Presser loyalists like

Toledo Local 20 Pres. Harold Leu are blaming Williams for the deterioration of the contract.

In the *Eastern Conference*, Conference Director Joe Trerotola finds International VPs Salvatore Provenzano, Maurice Schurr and William McCarthy all seeking to oust him or strip his power. Additionally there is an open campaign to oust Trerotola from the presidency of New York City Joint Council 16.

Charges against Trerotola center on his lack of action to enforce contracts and stop substandard riders, or to stop locals from underbidding one another.

Across the country in the *Western Conference*, officials loyal to Conference Director Andy Anderson are charged by other top officials there with giving away too much on contracts, riders and throughout the grievance procedure.

Williams himself is charged by many with being too weak to provide much leadership. Some officials have cited his inability to stop VP Louis Peick of Chicago from signing a freight contract for Joint Council 25 that is 47c under the NMFA.

We in TDU do not try to sort out

all the fights in the hierarchy into the 'good guys' and the 'bad guys' like an old Western movie. But we realize that the heavy increase in in-fighting goes far beyond normal rivalry. It's over the downhill direction of our union.

Cracks at the top can be used to allow pressure from below to have some effect. One effect is to provide more room for local officials to take a stand and act independently.

We have seen one very important example of this in the past two months, the UPS national contract. On May 5, something unprecedented happened among local officials. On that date at the national meeting in Chicago of local officials on the UPS contract, Williams could not win majority support for the agreement and refused calls for a roll-call. Several top officials then went home and told the truth to their members and went on to organize against the giveaway contract. Now the question is: will they go on to help establish a national network independent of the International.

We in TDU welcome these developments. Any debate over union policy is healthy. If the top officers

are fighting over the poor contracts and lack of leadership, then it becomes easier for us to debate the same issues. The charges being made by various officers and cliques hit on the same problems TDU has been pointing out for years.

A Chance for Membership Power

Although there has yet to be any significant change in direction for the union, the cracks at the top and the questioning on the part of more and more officials make change all the more possible.

What is needed now is the establishment of a strong and independent force of rank and file power. One that will have to be reckoned with in the jostling for power that will occur in the future. A force that will be able to influence Joint Councils and the whole union.

That's what TDU's strategy is about—building an independent rank and file force strong enough to make a difference. Eventually, to make the big difference.

We have a chance to shape our own destiny, instead of just being pawns in a power struggle. If that sounds good to you—become part of our movement. The time has never been better for it.

Flex Passed Narrowly at St. Paul Yellow

By Mike Champion
Local 120, St. Paul, Minn.

On July 10, 1982, Teamsters from Local 120 in St. Paul, Minn. began working under a flexible work week arrangement at Yellow Freight. This historic change marked the first break in the traditional solidarity of the Local's membership in opposition to such work weeks.

It was the result of an 83-78 vote by both road and city employees at Yellow on June 7-8. The events surrounding the vote are a microcosm of those within the entire trucking industry.

The company began talking about the need for a flex more than a year ago, when they began implementing their plan to upgrade the St. Paul terminal from a city operation to a break bulk. In the past, Local 120 absolutely opposed any change in the Monday through Friday work week.

Apparently the election of Roy Williams and the ensuing Master Freight Agreement negotiated earlier this year caused local officials to re-evaluate their position. After months of rumor and no consultations on negotiations, members were presented with the new flexible work week option to the Minnesota Rider. Yellow employees saw the agreement only because one steward took it upon himself to go down to the hall to get one and make copies.

The initial reaction to the proposed flex was tremendous fear. Although company officials did not offer any alternative action by the company in case the flex was turned down, there was an understanding that break freight would be pulled to another

terminal, such as Des Moines, and road drivers would be redomiciled.

Yellow officials came to the terminal on June 2 to explain the new operation and urged everyone to vote according to the best interests of themselves and their families without worrying about other workers. At a June 6 union meeting, employees were told by the Business Agent that the Local would have to remain neutral in the situation because of the implications of the vote for other companies.

A couple of days before the union meeting I wrote three letters to my fellow employees with my views on the issues. My main point was that Yellow seemed intent on upgrading St. Paul into a break bulk with or without the flex and giving in on these conditions only meant that we would have to fight harder in the future to maintain our standards. In fact, the new Duluth satellite terminal was scheduled to open the very day of the vote.

The letters had a big impact, and undercut some of the fear felt by the men. When I asked terminal officials if I could post the material they said I couldn't. I later demanded an apology for this, and since one hasn't been forthcoming, I will probably file labor board charges.

When the votes were counted, the margin of support for the flex was much narrower than expected. Since some 32 road drivers voted, the flex was clearly defeated by the city men. This major concession may wake some people up to the need for a movement that can pressure the union to stand firm in defense of our working conditions, especially at the gigantic freight companies such as Yellow.

When Yellow company officials pushed the flex in St. Paul, they told employees to vote only with the interests of themselves and their families in mind. TDU member Mike Champion wrote this "open letter" in response. We are reprinting it here because we feel it exemplifies the ideas of solidarity and brotherhood which are at the heart of what TDU stands for.

Mr. Curry and Mr. Eaton,

This is to inform you that we respectfully decline your invitation to cast our votes on the flexible work week issue solely on the basis of what's good for us and our families.

For you see, sirs, we realize that our welfare and the welfare of our families depend on the solidarity we have with our fellow workers as members of the International Brotherhood of Teamsters. We know that we cannot depend solely on Yellow Freight System to care for us, since Yellow owes its allegiance to its stockholders and not its workers. Unlike you gentlemen, we do not make decisions solely on the basis of the "bottom line". We have a deep and abiding concern for our fellow human beings, and whatever decision we reach with our votes will be in accordance with this concern for each other.

Please save your platitudes of selfishness for the Board of Directors. We do not need them here. We intend to remain true to our honor and integrity as members of the dignified working class.

Sincerely,

Michael L. Champion
Member Local 120

International Brotherhood of Teamsters

PTA Drivers Fighting Back

Penn Truck Aids drivers didn't like having a sellout contract forced on them by minority rule, and they're not taking it lying down.

As *Convoy-Dispatch* reported in April, 63% of the drivers voted against a contract that contained a 15% cut in mileage and hourly rates, even lower pay for vacations, holidays, and sick days, and team drivers kept on the road six days a week. The union imposed the sellout anyway.

Now drivers in three states are organizing to fight back. Recently, 60 angry drivers met in New Castle, Delaware. Organizer Bernie Bush said these drivers were linking up with PTA drivers in Richmond, Va. and Parkersburg, W.Va. Over 100 have signed a letter of protest and internal charges against Fleming Campbell of the

Eastern Conference, against the way the contract was ratified and is being enforced.

The drivers say chaos prevails at Penn Truck Aids. They have yet to obtain a copy of their contract. Charges have been filed at the NLRB to protest Penn Truck Aids' removal of TDU literature from general purpose bulletin boards. Dispatchers are allegedly pushing drivers to falsify logs and drive in excess of the 70-hour weekly limit imposed by the BMCS.

Further meetings of PTA workers are planned for Virginia and Delaware this month. George Stanley, a TDU member in Richmond, says the locals and the Eastern Conference have abandoned the members. He concludes, "Something has to be done."

A Rank & File
Opinion Column

As I See It...

Bill Bauman
Local 688
St. Louis, Mo.

A contract is not a time to organize, but rather a time to be organized. The recent UPS contract clearly illustrates the need for rank and file organization.

But contracts are not the only reason to be organized. We have to realize that even a small group of well-organized workers can have a significant input into the grievance procedure, safety conditions, general working conditions and even UPS's policy of "supervision by intimidation."

Apathy

It's easy to understand the apathy at UPS. All of us realize the brick wall we're up against when, as individuals, we try to make even a small improvement in working conditions. We soon feel like we're standing between two walls, with the company in front of us and the union "behind us". It becomes too easy to point our fingers at the company and the union, blaming both for our inability to create changes.

What must be done is to point the finger at ourselves and realize that each and every one of us shares in that blame. We must realize that we, the people who work on the job, are the union, not the BAs, Secretary-Treasurers, or the Roy Williamses.

Once we as individuals realize this, we can show both the IBT and UPS that we no longer will tolerate the poor representation of our union leaders or the poor working conditions at UPS. TDU can be best explained as a national movement of this realization.

Getting Organized

A national network of UPS Teamsters is already a reality through TDU. Now we must organize at the

local level, and with the help of the TDU national network, the job becomes far less difficult. At one time or another, we have all talked after work with fellow workers of the problems encountered on the job. Even if this was only two people, it is the beginning of organizing.

These problems are faced by UPSers everywhere. Nationwide UPS' main tactic is "supervision by intimidation." It works only if UPS encourages high turnover, "isolation of employees," and fear. Our organizing must break this isolation and end this type of forced production.

Turning it Around

In organizing, we must keep three things in mind: where we were, where we are now, and where we want to be. This contract clearly represents a setback, but through TDU we can turn it around. We are not stuck for the next three years as many think. By organizing now, we can immediately improve the power of the Union by letting both company and union know that safety violations and grievances will be fought by every means—through OSHA, NLRB, and the Courts, if necessary.

We must get together to share and improve our organizing techniques and develop a strategy to counter the company's strategy. At the TDU Convention, October 30 and 31, we can begin to formulate our strategy.

By organizing now, we can make some changes in the short run. But the end result of good organizing will be enough strength to change the policies of both UPS and the Union, so that each one of us will be proud to be called Teamsters as well as UPSers.

UPS Contract: Birth
Of a Movement

UPS workers now face 37 months of a wage freeze, a large wage cut for all future part-timers, and continued harassment.

The vote announced by the IBT on July 2 was 33,072 Yes (52.6%) and 29,788 No (47.4%), with 910 voided. Many Teamsters question the count, and are demanding to know how their own locals voted.

A lot of members are discouraged. They experienced the company's campaign to control the vote, to interrogate and frighten people into voting Yes out of fear. Even worse, they experienced the treason of the IBT officials in allowing free rein and even encouragement to the company's anti-union tactics.

Beginning of a Victory

The contract is a set back, but it may also be the beginning of a larger victory. For in the contract a movement came together. For example, nearly 1,000 UPSers wrote to the TDU office to join, or get materials to distribute, or to pass along information, donations, and thanks. The seven TDU Contract Bulletins were distributed in almost every hub, center and local union in the country.

Almost all of this was since May 5, when the contract was announced by Williams. Now is the time to keep building this movement, to work in our local areas, and be ready to make a difference next time. We see in the local results listed on this page that where the members had some leadership and organized backing, the vote ran 90% No.

It is our goal to have that kind of strength nationally, strength that will make a sellout impossible. Also, some locals have begun to take this kind of stand. New Jersey Local 177 secretary-treasurer, Mario Perucci, wrote to the members of that local on July 12, that: "Despite the harassment and scare tactics we stood together and voted our convictions. We may have lost the battle, but we have not lost the war."

"The IBT again has demonstrated with its attitude and behavior that it

does not have the knowledge or backbone to take on United Parcel head-on and negotiate for its members."

He goes on to say that the local will take action to try to get its own contract separate from the national.

Should this move fail, the key step will be for locals to link together in their own independent network, along with active rank and filers. Local officers, whose first loyalty is to the top hierarchy (or even the company) instead of the members should be replaced.

So we must be organized locally in our hubs and centers, and linked up nationally. That is what we in TDU are dedicated to accomplishing.

The next step is the national UPS Workers Meeting at the Rank and File Convention on October 30-31, 1982, in Detroit, Michigan. Every concerned UPSer should be there.

Employers' View of
UPS Contract

A labor bargain for UPS

In perhaps the least expensive labor settlement for a healthy employer this year, 80,000 members of the International Brotherhood of Teamsters approved a new contract with United Parcel Service by a margin of 53%. Although UPS's income rose 74% to \$327 million on revenues of \$4.7 billion in 1981, the pact will raise wages and benefits only about 17% over three years, assuming 7% annual inflation. This means that real pay for UPS workers will drop significantly. In negotiations, UPS cited competition and the traditional link between its pact and the Teamsters' national trucking agreement, which also was relatively modest this year.

From Business Week, July 19, 1982

Why UPSers Need TDU

One Step Ahead

We lost our recent fight for a better contract only because we were unprepared and unorganized to simultaneously combat UPS' audacity and Teamster apathy. You better believe UPS will stick it to us even worse in 1985.

I learned a lesson: I am not going to wait until 1985 or until I'm 40 years old to fight for a decent contract. I want to be one step ahead of them instead of vice versa.

Attending the TDU Convention in October in Detroit is a major step toward translating the hope of union democracy from an elusive dream to a working reality for everyone. I'll be there in October.

—Terry Toler, package car driver
Local 439, Stockton, Cal.

A Long Way Back

We are going to have to go a long way next time to get back what we lost. It's a shame that the Union has let the company work the new-hire part-timers at a lower rate of pay.

—David Taylor, package car driver
Local 505, Huntington, W.V.

Everyone
Should Join

Enclosed is a \$10 donation to help in the high cost it's taking to make UPS a good company to work for. Let's face it, if the union was doing their job, it would not be a need for TDU, but they're not.

I am a job steward for Local 728 and have not received the first letter or phone call concerning this contract from the union.

Unfortunately if it were not for TDU we would be totally in the dark as a lot of centers are.

Every good union member should join TDU. Keep up the outstanding work.

—Ron Mullis, Local 728
Augusta, Ga.

Cares About
My Future

I have looked around. There are very few UPS drivers over 45 years old. People don't retire from UPS as package drivers. This is a result of oppressive, inhuman conditions dictated by UPS management.

TDU has long recognized this and is the only real resource available that I can count on for my basic rights. I'm going to the TDU Convention in October because no one else cares about my future but me and TDU.

—Joe Gatz, package car driver
Local 439, Stockton, Cal.

NLRB Cites UPS
in Complaint

The National Labor Relations Board issued a complaint on July 8 against UPS management in Detroit for illegal interrogation and intimidation on the contract vote.

According to the complaint issued by the Detroit Labor Board, UPS had "coercively interrogated employees" and "threatened employees with loss of employment" if the contract was turned down. UPS had said it would shut down its operations if the proposed contract was defeated.

Other charges are being processed against UPS around the country. TDU would like to develop a national charge against the company, based on the company's nationwide policy of intimidation. If you can help with information, let us know. Your rights are at stake.

October 30-31, 1982 In Detroit

Attend The Rank & File Convention!

The last year has not been an easy one for rank and file Teamsters. Everywhere the employers have been on the offensive, demanding pay cuts and other givebacks. Our officials have done nothing to protect our wages, working conditions and jobs.

The freight, carhaul and UPS contracts will all mean a decline in our living standards over the next three years. Conditions it took us years to win are going down the drain.

Concessions aren't being limited to freight and other major national contracts. Apparently our officials believe that if freight Teamsters must suffer, then all Teamsters must suffer. So they are giving in to demands for a wage freeze in grocery, tankhauling, beverage, food processing and almost every other craft where Teamsters are employed. Locals are being allowed to cut conditions and underbid each other for jobs. Our union is in jeopardy.

No Concessions Here

Meanwhile, our officials are hardly suffering. The number of top Teamster bosses in the \$100,000 a year salary club rose from 38 to 53 in the last year. Jackie Presser, while presiding over rampant concessions in Ohio, was paid \$353,000 last year. Roy Williams brought in a cool \$256,521. No concessions here.

Some members look at this situation and throw up their hands in disgust. They say nothing can be done. We don't buy that. We can't afford to.

Fighting Back

Over the past year, many Teamsters have been fighting back. They are the activists of Teamsters for a Democratic Union, who believe that being in a union means you don't take attacks lying down. In the last year, TDU has:

- Distributed tens of thousands of contract bulletins to freight, UPS and carhaul Teamsters, providing the only accurate information on those contracts. Where TDU was strong, resolutions were passed at local meetings demanding the officials go back to the bargaining table to get something decent.
- Fought concessions in freight, grocery, tankhaul and numerous other companies. We even published a booklet on fighting contract relief, which hundreds of Teamsters used to fight against pay cut deals, "individual loans," and other givebacks.
- Continued to expand and protect the rights of the rank and file through organizing, through the courts, and at the National Labor Relations Board. For instance, TDU court action forced one local to hold union meetings—which hadn't been done for 30 years.

1982 Rank and File Convention

Despite these efforts, much more remains to be done. More people have to be organized. There's much more to learn.

That's what the 1982 Rank and File Convention is all about. Getting together to build a movement that can turn our union around. Learning from others who are doing it across the country. And from the best labor lawyers and labor educators who can help you develop the skills and knowledge we need for the fight ahead.

The 1982 Rank and File Convention is your chance to see the Teamster reform movement in action, setting goals, electing leadership, developing new skills. It's your chance to be part of labor history.

In these difficult times, it's an experience you won't want to miss.

The Convention will Feature....

Main Sessions

- *Rank and File Strategies for the 80's.* Our jobs, our contracts, our union are in danger. Only an informed and active membership can turn the tide. Help chart a strategy for rebuilding the Union from the bottom up.
- *Democracy.* See how a real union should run. You'll have a chance to vote on new leadership for the rank and file movement and participate in making its policies for the coming year.
- *New Campaigns* to bring the rank and file movement to broader sections of our union in the year ahead.

Jurisdictional Meetings

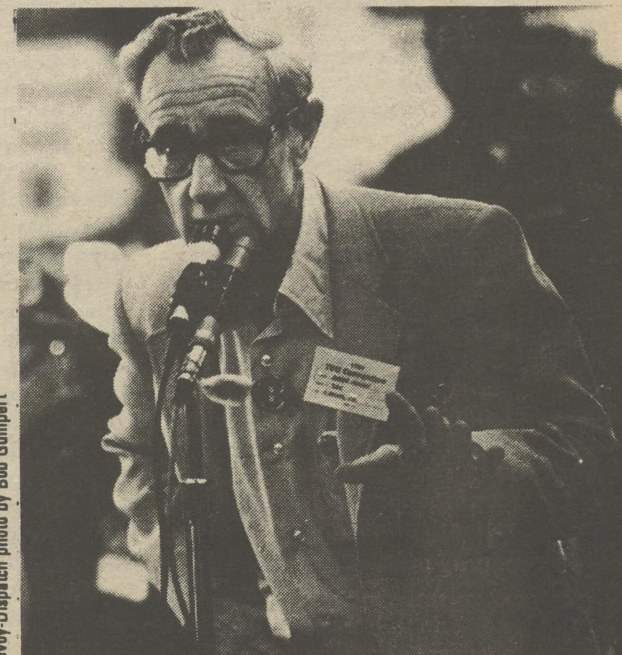
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|-----------------|----------------|
| * Freight | * Grocery |
| * UPS Teamsters | * Steelhaulers |
| * Carhaulers | * Construction |
| * Food Canning | * And Others |

Workshops

- * Shopfloor Organizing
- * Using the Grievance Procedure
- * Road Driver Safety and Health
- * Your Legal Rights
- * Fighting Concessions
- * Wives in TDU
- * Running for Local Union Office
- * Being an Effective Steward
- * Arbitration
- * New Attacks on Unionism
- * Being Effective at Union Meetings
- * And many others

Company Meetings

Meetings will be set up to bring together



Convoy-Dispatch photo by Bob Gumpert

OPEN DEBATE AND PARTICIPATION: TDU Co-chair Doug Allen makes a point from the floor at last year's Convention.

Teamsters at UPS, Roadway Express, and Kroger, and other companies, where requested by members. This is especially important for UPSers, who will have their first chance to start building for the future in the aftermath of the 1982 contract campaign.

Special Events

- *Banquet and Social Evening.* Special sit-down banquet in the Book Cadillac's elegant Grand Ballroom with after dinner entertainment, cash bar and dancing.
- *Special Friday Events.* For early arrivers, there will be film showings and special workshops on Friday during the day. Friday night there will be a special forum on how other unions are dealing with the problems of concessions. Speakers will be present from the United Auto Workers, United Steelworkers, and Oil, Chemical and Atomic Workers.

Registration Costs

Saturday-Sunday: \$59 per person includes all food, Saturday banquet, coffee breaks throughout the convention, entertainment, and your convention materials. Cash bar is extra.

Additional charge of \$15.25 for Friday pm dinner and Saturday breakfast.

Saturday only \$38 registration.

Sunday only \$21 registration.

Housing additional.

Watch Next Month's Convoy-Dispatch For Registration Blank and More Information.

Hang

News of
UPS Workers

UPS

Hartford Out For Safety. On June 29 and 30, both the twilight and night shifts at the Hartford, Ct. UPS hub stayed away from work for safety's sake. OSHA recently cited UPS for supervisors being on conveyor belts and ruled steel-toed safety shoes should be worn by all employees. Hartford UPSers apparently felt it was safer to stay away from work until UPS provided the required shoes. UPS responded by suspending all involved for two days, which made for a long July 4th holiday. Presently, OSHA and the company are working out the details, and UPS will probably pay for the shoes. They may also have to pay for the days of suspension. As one Hartford UPSer stated: "It's in the bag for us." A little unity goes a long way.

How the Locals Voted. New York Local 804 voted 3,264 to 201 against the contract; New Jersey Local 177 voted 2,278 to 418 against. In Philly Local 623, the vote was 308 to 166 against. The International Union has a complete local by

local tabulation, since the votes are separated by locals before being counted. This fact was verified to us by a former U.S. Labor Department employee, Mr. Carl Rolnick, who observed the counting. UPS Teamsters should demand to know how their local union voted. Motions could be passed by local unions demanding an explanation why the International Union is keeping this information secret from the rank and file. You can bet that UPS management has it and is carefully studying it. Who is the Union for, the employer or the employees?

Indiana-Illinois Contract. Local 710, which has a separate UPS contract covering Indiana, Illinois and Davenport, Iowa, announced approval of its pact by a vote of 2154 to 1264. Chicago Local 705 has another separate contract, covering Chicago, and announced approval of that by a vote of 1590 to 1541. In both cases, the members were kept completely in the dark and felt they had little bargaining power or input into the contracts.

UPS National Organizing Trip. Rank and file organizer Louie Nikolaidis is currently travelling cross country to meet UPS workers who were involved in the contract campaign. So far, meetings have been held in West Virginia, Illinois, Iowa, and Colorado. Many UPSers expressed interest in forming TDU chapters, and many said they were already planning to attend the TDU Convention in Detroit, October 30-31. Louie will hold seven more meetings from L.A. to Seattle before returning East.

Cincinnati drivers, warehouse pass contracts

Hard Bargaining in Kroger Contracts

After two months of tough negotiations, Cincinnati Kroger drivers and warehouse workers settled their contracts on July 14. The drivers passed their contract by a narrow 93-86 vote while the warehouse hit the bricks for four days before passing their contract by a 4-1 margin.

The drivers' negotiating committee was faced with a series of takeaway proposals from Kroger including store deliveries on a "time grid" basis, incentive unloading, and elimination of time and a half after 8 hours and loss of all double time. The company held on to the takeaway demands right down to the wire.

When the tradeoffs came, the negotiating committee gave up double time and also agreed to run Dayton stores on mileage (groceries to Dayton had already been on mileage, but the stores had been on hourly). In return they were promised that Cincinnati drivers would get the Dayton milk runs back on September 12 which they had previously lost to Howard Baer, a subcontractor with an inferior Teamster contract. Cincinnati drivers have also been assured that they will get the milk runs from the new Winchester, Ky. plant when it opens this fall

instead of that work going to Baer.

On the money side, Cincinnati drivers will be getting \$1.50 over three years (50c each year) and an increase of 1c per mile each year. Indianapolis Kroger drivers settled a month earlier for a \$1.00 total over three years (30c, 35c, 35c) and also got 1c per mile each year. In other benefits, the Cincinnati drivers will get retirement insurance, and this will also cover drivers currently retired.

Opposition to the drivers contract primarily centered on the extension of mileage to the Dayton stores. But winning back the dairy runs from Howard Baer is an accomplishment in itself which if maintained, and no other work is subcontracted or lost to other divisions, could prove to be worth the trade off.

Cincinnati Kroger warehouse workers turned down a contract which proposed an increase in the use of part timers. They maintained their double time on holidays, although other double time will be phased out over the course of the contract. The new contract also calls for a four-day run system with time and a half only after 10 hours each day.

In other negotiations, St. Louis is

working on a contract extension but with the Cincinnati contracts settled, hard bargaining in St. Louis could be near at hand. Like Cincinnati, St. Louis has been hit with a series of takeaway demands from the company. But the Cincinnati and Indianapolis contracts have more or less defined the ballpark that St. Louis is likely to be bargaining in. St. Louis will be at a disadvantage, however, due to the wage freeze taken by the nearby Peoria division.

Will Market Basket Be Another Grand Rapids?

Kroger has made headlines recently because of its sale of 65 Kroger-owned Market Basket stores in Southern California to several grocery chains in that area. While the final details have yet to be worked out, the fate of the Market Basket drivers and warehouse workers is anything but clear.

The Teamsters at the grocery and produce warehouses are worried that they might not be picked up by a future owner, if there is one. Their concern is legitimate, as evidence from the Midwest shows. When Kroger sold its Grand Rapids division stores and warehouse to Hamady Brothers in 1980, Hamady only took about half of the former Kroger workforce there, and they were not taken in seniority order. An arbitrator ruled that these former Kroger workers were not protected in the sale.

The interests of all Kroger Teamsters would be served if the union would fight for the right of these Market Basket members to follow their work as part of the conditions of the sale of the warehouses. One Grand Rapids Kroger fiasco was one too many.

Subcontracting at Super Valu in Ohio

Super Valu is at it again. As *Convoy-Dispatch* reported in March, this grocery wholesale giant defied an arbitrator's decision in Iowa by continuing to subcontract work to Sooner Transportation, in violation of the contract. Subcontracting has been stopped in Des Moines—only to be started up in Xenia, Ohio, to the same subcontractor, Sooner Transportation.

Super Valu's Xenia division first saw three Sooner tractors hauling Super Valu products in Super Valu trailers in early June. Sooner, owned by Ruan Transportation, got the longer runs, including those to Clarksburg, W.Va., the stores primarily affected. This 20-hour layover now goes to Sooner drivers at 19c a mile, while Super Valu drivers, working on hourly rates, are forced on much shorter runs.

A grievance has been filed and is on its way to an arbitrator. With a ruling against this practice already in hand from the Iowa arbitrator, you might think that Super Valu is simply trying for better luck from a different arbitrator on the same case. That's not likely, though there may be more to Super Valu's move in Xenia than hoping for a friendly arbitrator.

In addition to being part of a system-wide effort to cut transportation costs, the subcontracting move is also part of a warm-up for next year's contract in Xenia. The company is already talking about wanting to get casuals in the next contract and they also recently pressed for a contract re-opener, but were turned down.

Why is the International allowing Super Valu to put a local to the expense of arbitrating a case which has already been ruled on? The basic difference between the cases is that

one took place in Iowa, the other in Ohio. What would stop Super Valu from doing this at each division? It would seem that the International ought to be able to straighten this out with top Super Valu management rather than have locals trying to stop this practice on their own, one at a time.

What this situation does point out is the need for communication between the members in different Super Valu divisions. Well-informed members could respond to new moves by the company more quickly and more effectively. Without improved communication, Super Valu will continue to intimidate its workforce and try to subvert the contracts.

Organizing Challenge Ahead at Albertson's

The completion of a new distribution center by a large, anti-union grocery chain poses a major challenge to Teamster organizing efforts in Colorado. The outcome of this organizing drive could well affect other grocery organizing efforts currently underway.

Albertson's, the country's ninth largest grocery company, is nearing completion of a major distribution center in Aurora, Colorado, which could service Albertson's stores in up to five or six states. Albertson's is expected to put up stiff opposition to union organizing efforts at the new center.

The distribution center is located on 54 acres in suburban Denver and covers 355,000 square feet. It is possible that over 1,000 warehouse workers could eventually be employed here. Albertson's is reported to be prepared to pay union-level wages and

benefits in its effort to keep the center unorganized.

At the present time, Albertson's Colorado stores are serviced by Western Grocers, a Canadian-owned firm. About 80% of Western Grocers' business comes from servicing Albertson's stores. But when the distribution center opens, it could be curtains for Western Grocers and the over 200 Teamsters working there.

Of all the Denver area grocery companies, Albertson's has shown itself to be the most hard-nosed in dealing with unions. During a recent three-week strike by the Retail Clerks, Albertson's held out on the union's demand to increase the number of part-timers who could become full-timers. While a Safeway and King Soopers gave in on this condition, Albertson's held out, took a strike, and did not yield on the

language; and second, should the members vote to reject the agreement, the local negotiating teams have the right to negotiate the entire agreement, including national language."

Bell, a member of the Columbus negotiating committee, said, "We were always told that we were only voting on the local language of our agreement and that the master language had already been settled by the national negotiating committee. The Union never even informed us that we had a right to submit proposals on the national language."

While the TDuers had been hoping for a separate vote on the master language, the union's admissions in court could be a first step in winning some control by the members over important issues like subcontracting. It may be too late for local committees to coordinate efforts to tackle these issues in current negotiations, but the union's admissions could be a useful lever for the rank and file in the future.

demand.

The strike by the Retail Clerks also illustrated another problem: Teamsters Joint Council 3 did not sanction the strike, so Teamster drivers crossed the picket lines. Relations between the Teamsters and the United Food and Commercial Workers (UFCW) have been poor in Colorado, and this division in the labor movement will make future organizing drives here more difficult.

Much of the current organizing efforts by the Teamsters in grocery here have concentrated on McLean Western, a non-union company that services "7-11" stores. But with the possible loss of union jobs at Western Grocers, along with a tough fight ahead in trying to organize the Albertson's distribution center, current organizing efforts could be set back.

Ohio Tank Drivers File Suit on Giveback Vote

Ohio tank truck drivers have filed a complaint in federal court seeking to set aside the "vote" conducted in April which gave significant wage, benefit and conditions concessions to the major tankhaul employers.

The union reported the vote was 460-435, but the plaintiffs (representing rank and file tankhaulers from major Ohio locals) question the accuracy of the count. Even more, the plaintiffs charge that there was inadequate notice, that people were denied an opportunity to vote in some cases, that members had no chance to meet and discuss it, and that the votes were conducted at employer-dominated captive meetings.

Being sued in the case are the big tankhaul employers Matlack, Lease-

Local 963, Warren, Pa.

Crossett Drivers Organize To Reverse Concessions

Crossett, Inc., a tankhauling company operating primarily in Western Pennsylvania and Western New York State, opened up a phony terminal and used other pressure tactics to extract heavy concessions from its Teamster drivers in Local 963, Warren, Pa.

The company opened up the phony domicile in the spring after 60 drivers in its Warren terminal voted down concessions three times. Crossett wanted to cut the drivers' pay from \$12.19 to \$10.00 an hour. The drivers had already given up their most recent COLA increase.

The company responded by opening a completely new "terminal" in Jamestown, N.Y., with its drivers making \$8.50 an hour and working for 90 days without health and welfare coverage. The terminal consists only of

way, (along with Refiners and Ray Molder), Coastal, and also the Ohio Conference of Teamsters and Jackie Presser and Robert Cassidy.

In the May CD it was pointed out that these carriers made healthy profits, yet the union big shots cooperated fully in helping the employers railroad the Teamsters involved. (See page 12 for the salaries of Presser and Cassidy, the primary union officials involved).

Drivers from Cleveland, Canton, Columbus, and Toledo have worked together to oppose the concessions. Attorney Robert Handelman of Columbus has filed the suit.

Tank drivers interested in helping with this campaign to save the contract should contact the TDU office.

a parking lot and the drivers are actually dispatched from Warren, Pa.

Only ten drivers from Warren were hired to work in Jamestown, and work in Warren was cut back so that close to half weren't working. No change of operations was filed.

Local 963 apparently cooperated with Crossett in the scheme, as B.A. Robert Gunthrey had negotiated the pay cuts and urged the men to accept them.

The pressure tactics worked and the Warren drivers agreed to accept the \$10.00 an hour wage. But now they are organizing to fight back against this undermining of the contract. They have contacted TDU and will also be in touch with a TDU attorney in Pittsburgh who can help them with legal action against the move.

NOTICE TO MEMBERS AND FORMER MEMBERS OF TEAMSTERS LOCAL UNION 413, 284, and 159

In accordance with an order of the United States District Court in Teas, et al v. Local 413, et al, Case No. C-2-76-560, if you were a dues paying member of Teamsters Local 413 between April, 1975 and November 1, 1976 you may be entitled to a refund of dues. The refund amount is \$1.00 to \$3.00 per month plus interest from December 26, 1978 for each month that dues were collected. If you believe you are eligible for the refund, please complete the attached application and mail it to Teamsters Local Union 413, P.O. Box 1982, Columbus, Ohio 43216. Upon verification of eligibility refund checks will be issued by BancOhio. Your application must be received by September 30, 1982 in order for you to receive the refund.

APPLICATION FOR DUES REFUND

NAME _____ SOC. SEC. NO. _____
STREET _____
CITY _____ STATE _____ ZIP CODE _____
EMPLOYER APRIL 1975-NOVEMBER 1976 _____
LEDGER NO. _____
I ACCEPT _____ DECLINE _____ DUES REFUND _____
DATE _____ SIGNATURE _____

Dues Refund at Last in Local 413

After six long years of litigation and negotiation, Local 413 in Columbus, Ohio, is paying back excess dues it collected as a result of an illegal dues increase. Suit was brought against the local by UPSer Charlie Teas, and attorneys Bob Handelman and Mary Jo Kilroy handled the case. Above is an ad in the Columbus Dispatch regarding the refund. Teas recently wrote to TDU: "Without the reform movement this victory would not have been won. It may give some encouragement to join TDU, especially in the three locals involved here in Southern Ohio. People will be receiving between \$70 and \$100 each, and might see fit to give \$20 (or more) to the movement that helped make it happen."

Wages Cut? Dues Must Go Down

* Wage concessions being demanded by employers and too often granted by Teamster negotiators are having an undesired side effect: a reduction in dues income for our local union.

Any time wages are cut, dues must be re-evaluated and if the dues exceed two times the hourly pay (rounded off to the nearest dollar), then dues must be cut as well.

The "Guidelines/Interpretations of Article X, Section 3(d) of the IBT Constitution", issued by the union on Nov. 25, 1981, state: "A reduction in a member's dues brought about by a reduction in the member's hourly earnings rate, as stated in the contract, shall be effective no later than the first day of the second calendar month following the month the reduction in earnings is implemented."

Unfortunately, some of our officials seem to be ignoring these guidelines. Take the case of over one thousand tankhaulers in Ohio, who recently

suffered a \$1.00 per hour wage cut, and many other givebacks.

Now Robert Cassidy, one of the main architects of the givebacks, is adding insult to injury by telling the members of his own Local 92 that he will not lower their dues.

The drivers are not standing still for any of this and along with TDU are fighting it. Cassidy's arrogance in giving away the members' contract and then violating the union's own rules on the dues should be ended.

Cassidy's behavior is in contrast to the exemplary response of Joint Council 42 officials in Southern California. There, officials have promptly cut the dues of Teamsters who have suffered pay concessions, such as those at Brake-Meier in Local 495. These officials understand that in such difficult times, the unions should not be trying to milk its own members to fill its coffers.

Construction Drivers Strike To Win Better Contracts

Despite heavy layoffs in the industry and concessions in other Teamster construction jurisdictions, ready-mix workers in several locals have hit the bricks in an effort to win better contracts.

Ready-mix drivers in Detroit Local 247 struck for 12 days in June.

The new contract will pay \$12.61 per hour and will provide COLA adjustments in '83 and '84 on a .4 formula. Drivers will also get top health and welfare and pension contributions.

At Clausen Concrete, however, employees are still on strike. Clausen, which is the area's largest ready-mix company, won a concessions contract from its Pontiac, Mich., drivers and is trying to force it on the rest of its employees. Clausen drivers say they don't intend to be second-class Teamsters and are confident of putting

additional pressure on the company as construction picks up.

In Ohio, Local 20 members in Toledo struck Kuhlman Corporation on May 4, to stave off demands for concessions such as a three year wage freeze, benefit cuts, and a reduction in paid holidays. The company claimed it would "freeze out" its employees until all of the concessions were granted.

With the help of TDU, Kuhlman workers and their families brought their picket line to Kuhlman headquarters in downtown Toledo.

Through this action and continued TDU support on the picket line, Kuhlman was forced back to the bargaining table. The employees took a wage freeze, but increased company benefit payments to the top level and kept their paid holidays.



Charlotte TDU Chapter Gives Outstanding Member of the Year Award

Special honors were given to Charles Moore, a UPS employee from Hickory, NC, at the July 11th Charlotte, NC, Chapter Meeting. Annually, the steering committee selects the chapter's most outstanding member. Selection is based on the person's dedication, work, and accomplishments throughout the year. Charles signed up a higher percentage of TDU members from his Center than any other in the country.

We congratulate Charles on being this year's recipient and look forward to great things for the North Carolina chapter.

Pictured above is the Charlotte TDU Steering Committee. Present from left to right: Matthew Smith, UPS; Mark Franks, UPS; Kathy Moore; Charles Moore with plaque, UPS; Bradley Readling, UPS; Sue Readling; Mickey Little; Sam Carter, Yellow; and Ted Little, Roadway.

Trabajadores de Enlatadora Sufren Concesiones

Cerca de 45,000 Teamsters de enlatadoras en California están ahora cubiertos por un contrato de concesiones que provee o establece un corte o reducción de \$2.00 en sus salarios y un virtual congelamiento del salario por un lapso de tres años.

A causa de una total falta de dirección por parte de la Unión, plantas que cierran debido a la automatización y a la escasa concurrencia de votantes, el voto de ratificación fue fácilmente pasado.

Los Teamsters enlatadores entrevistados en San Jose, Sacramento y Stockton estuvieron de acuerdo en que el peor aspecto de los beneficios arrebatados dos son: 1. Para los nuevos empleados \$2.00 menos de salario para la clasificación IV y V hasta que cumplan 90 días de trabajo en empleo continuo. (esto significa ceran de cuatro meses que es menos tiempo del que los nuevos empleados están por temporada). De este modo el trabajador estara sometido a esta disminución de salario por dos o hasta tres temporadas en el trabajo de enlatadores.

2. Congelamiento de salarios y eliminación de la cláusula COL. Los trabajadores con clasificación mas baja solo recibirán cerca de 10c por hora por año y se quedaran muy detrás del avance inflacionario.

3. No protección al trabajador en lo relativo al cierre de plantas. Las compañías amenazan con cerrar las plantas y los oficiales de la Unión le siguen el juego en sus amenazas. Pero las mismas compañías (como Del

Teamsters Por Una
Unión Democrática



Local 912, Watsonville

Monte, etc.) que amenazan con cerrar plantas son las que abren plantas en otros países o ya las tienen en otros países.

Los Teamsters activos en TDU y en el Comité de Trabajadores de Enlatadoras se opusieron al acuerdo, pero encontraron los demos teamsters acobardados y muy excepticos acerca de la capacidad de la Unión para enfrentar la situación.

Deberá hacerse una reorganización y los oficiales de local que no cumplen su cometido deben ser reemplazados antes del proximo contrato.

Tipicamente de los oficiales que "vendieron" el contrato es George Moffat de Stockton Local 601, quien recibió más de \$100,000 el año pasado de las contribuciones de los miembros y escribió una larga carta explicando porque los miembros de Local 601 garando menos de \$8.00 por hora debían aceptar el congelamiento de salario.

El contrato, de Enlatadores de California es el tercero más grande en toda la Unión de Teamsters a nivel nacional. De manera que los "Tres Grandes" contratos—Transporte de Mercancías, UPS y Enlatadora California todos han sido firmados con grandes concesiones para los compañías por oficiales que han obtenido más de \$100,000. ¿Podría haber una razón mejor para involucrarse en unirse para cambiar nuestra Unión?

Contrato con el Sun Diamond Oficiales y Miembros Como Negociadores lo Hacen Mejor

El contrato que cubre 1,200 trabajadores con el Sun Diamond en la temporada máxima en Stockton, California ha sido aprobado y muestra la importancia de obtener o ganar el derecho a tener como negociadores a los oficiales y los miembros.

Por primera vez el Local 601 permitió la participación de directivos y miembros; debido a la presión ejercida por estos generada por varios miembros de el Capitulo TDU en esa area.

Otra primicia fue que los directivos y miembros como negociadores insis-

tiempo necesario para discutir los quejas o protestas.

2. Diciembre 24 se añadirá como día de fiesta adicional.

3. Cada empleado tendrá el día de su cumpleaños libre.

4. Dos semanas de vacaciones sin paga despues de la debida solicitud, serán también disponibles para aquellos elegibles para vacaciones con paga.

Apesar de que no hay aumento continuo de salarios el contrato contiene un "indicador" del costo de la vida que significa que cuando el costo

Cannery Workers Stuck With Concessions

Nearly 45,000 cannery Teamsters in California are now covered by a concessions contract, which provides a \$2.00 wage cut for new hires and a virtual wage freeze for three years.

Because of a complete lack of leadership from the union, plants closing due to automation and a light vote turnout, the ratification vote was easily pushed through.

Cannery Teamsters in San Jose, Sacramento, and Stockton interviewed agreed that the worst aspects of the takeaways are:

1) A new-hires wage of \$2.00 less for brackets IV and V, up to 90 working days of continuous employment. (This means about four months work, which is less than new-hires normally get in a season. Thus people will be stuck with this wage cut for two or even three seasons of cannery work.) 2) A wage freeze, and elimination of COL clause. Bottom-bracket workers will get only about 10c per hour per year, and will fall far behind inflation. 3) No protection for workers in terms of plant closures. The companies threaten plant closures and the union officials play up the threat. But the same

companies (such as Del Monte, etc.) that threaten to close plants are the ones that open them in other countries or already have them in other countries.

Active Teamsters in TDU and in the Cannery Workers Committee opposed the agreement but found most Teamsters afraid and too skeptical about the union to stand up. More organizing will have to be done and do-nothing local officials replaced before the next contract.

Typical of the officials who 'sold' the contract is George Moffatt of Stockton Local 601, who made over \$100,000 last year off the members dues and wrote a long letter explaining why Local 601 members making less than \$8.00 per hour should take a wage freeze.

The California Cannery contract is the third largest in the entire Teamsters Union nationally. Thus the "Big Three" contracts—freight, UPS, and California Cannery have all been signed with big giveaways, by officers who make over \$100,000. Could there be a better reason to get involved in uniting to change our union?

Rank & File Negotiators Improve Sun-Diamond Pact

The Sun-Diamond (Diamond Walnut) contract covering 1200 workers in peak season in Stockton, California, has been settled and it shows the value of winning the right to have rank and file negotiators.

For the first time, Local 601 allowed rank and file participation, due to the rank and file pressure generated by some members of the TDU Chapter in the area.

Another first was that the rank and

Although there are no straight wage increases, the contract does provide for an "indexed" cost of living clause, meaning whenever the cost of living index goes up, the wages go up by the same percentage. This is better than the standard ".4" or ".3" formulas. And it is far superior to the cannery contract signed by Local 601 and other California locals which provides for a ridiculous 10c per hour total increase in wages and COL (unless inflation

The pluses gained in the contract have given a feeling of pride to the rank and filers who were involved.

file negotiators insisted that all workers have the contract changes in writing before they voted.

The contract had some negatives due to the 'concessions climate' we are in, but it had some pluses too. For example:

1. Shop stewards will be given needed time to discuss grievances.
2. December 24 is added as an additional holiday.
3. Each employee will get his/her birthday off.
4. Two weeks unpaid vacation upon request shall also be available to those eligible for paid vacations.

runs over 8%, then it could go to 15c or 20c) for the lower-bracket workers.

On the negative side, the Sun-Sweet contract does allow for diversion of COL money to cover increases into the health and welfare fund and pension fund, like many other contracts being signed now.

The pluses gained in the contract by the active participation of the rank and file and the fact that more was won than in the much larger cannery contract have given a feeling of pride to the rank and file Teamsters who have been involved in it.

By next time, they should be ready to really get a good contract.

SECCIÓN EN ESPAÑOL

The Spanish articles printed here are translations of the California food contracts coverage on this page.

tieron en que todos los trabajadores tuvieran todos los cambios en el contrato por escrito antes de las votaciones.

El contrato contiene algunos aspectos negativos debido al "clima de concesiones" en que nos encontramos pero también tiene sus ventajas. Por ejemplo:

1. A los shop stewards se les dará el

de la vida aumente los salarios aumentarán por el mismo porcentaje. Esto es mejor que la formula regular .4 o .3 es muy superior al contrato de la enlatadora firmado por el Local 601 y otros locales de California; el cual provee por un ridiculo aumento de 10c por hora total aumento en salario y COL (a menos que la inflación pase de un 8% y a que entonces podrá ser de

15c o 20c para los trabajadores de clasificación más baja.

En el aspecto negativo el contrato con el Sun Diamond permite el uso de dineros de COL para cubrir aumentos del fondo de salud y bienestar y el fondo de pensiones, al igual que otros contratos que están siendo aprobados y firmados ahora.

Los beneficios conseguidos en el

contrato por la participación activa de oficiales y miembros, y el hecho de que más ventajas fueron obtenidas que en el contrato más grande de la enlatadora; ha despertado un sentimiento de orgullo en las filas de los teamsters que han participado en ello.

La próxima vez ellos estarán listos para realmente obtener un buen contrato.

Organizing Tour Aims To Strengthen Chapters

Carole Paff, TDU's Education Coordinator, recently spent two weeks on an organizing trip to the West Coast and Colorado. The main purpose of the trip was to work with chapter activists in these places to develop leadership and organizing skills, as well as reaching out to new groups of Teamsters.

In Los Angeles and Oakland, Carole conducted five-hour leadership training workshops. These sessions are designed to improve the leadership capacities of chapter activists. Similar sessions have been held in Detroit for Midwest chapter leaders, and sessions are scheduled for Eastern Pennsylvania and Cleveland this summer.

Meetings were held in Stockton and Watsonville, Cal. In Stockton, Carole led a workshop on being effective at union meetings, which was translated into Spanish.

Chapter members in Stockton actively opposed the cannery contract and forced the officials to give out the contract language changes in writing before the vote. Some members had been involved in actual negotiations of the contract at Sun-Diamond. (Reports on these contracts are on p. 10).

The main project which TDU members were working on during Carole's visit to Stockton was putting out the first issue of their newsletter, "Teamsters United". A meeting was also

held in Stockton with UPS workers who are joining TDU.

Trips were also made to Oxnard and Modesto to make contacts and get out information to frozen food workers on their upcoming contracts.

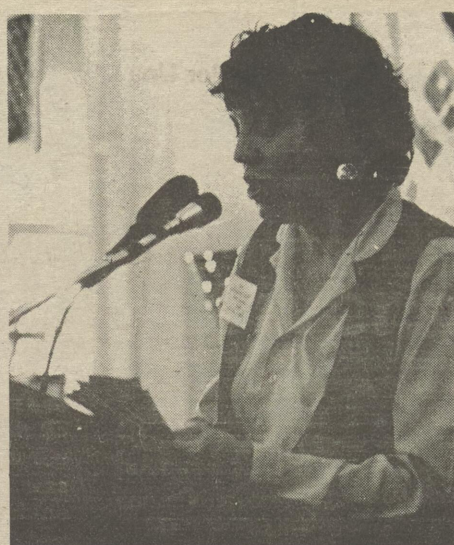
In Watsonville, two workshops on being effective at union meetings—one in English and one in Spanish—were held for members of Local 912.

In Denver, Colorado, Carole discussed concessions and the state of the Teamsters Union with chapter members. She met with UPS workers in Boulder as well.

In each area visited, a video tape on the 1981 IBT Convention was shown. Rank and file members were appalled at the behavior displayed by many of the delegates to the Convention. They also saw how the Convention dealt with the constitutional amendments put forth by TDU—direct election of International officers, ceilings on officers' salaries, increased strike benefits, and an ethical practices committee.

After returning from the West Coast, Carole visited the Charlotte, N.C. chapter where she gave a workshop on putting out a newsletter. The Charlotte chapter will be publishing the first issue of "Solidarity" in the next few weeks.

At a Charlotte chapter meeting, Carole discussed the state of the



Carole Paff

Teamsters Union given the concessions climate and the lack of leadership to deal with these serious problems. They discussed the concept that union reformers must be like long distance runners, not sprinters, for the problems facing us now can't be solved overnight.

On the same trip, a meeting of UPS workers in Local 61 in Hickory, N.C. was held. They are looking into the possibility of organizing a firing fund comparable to the one organized by Louisville, Ky. UPSers, which was reported in the last issue of CD.

All in all, it was a busy three weeks for Carole, but well worth it. And many of the new people involved in these Chapters will get a chance to meet each other for the first time at the upcoming Rank & File Convention.

Wives Play Active Role in Craig Strike

Employees at Craig Transportation who are members of Toledo Local 20 have been on strike for five weeks to stop a contract that would give non-union drivers the same opportunity to carry freight as the union drivers. Under the proposed contract, the first available empty truck would get the next load. Under the previous contract, non-union drivers had to wait until 10:00 a.m. before being dispatched, with all loads before that time being reserved for union drivers.

Craig Transportation is a leasing company carrying truck load freight throughout eight states. Besides their unionized drivers, Craig employs independent contractors and trip leasers. As recently as three years ago almost every driver was in the union. Now, only a quarter of them are Teamsters.

As the strike dragged on, Craig employees grew more and more dissatisfied with the support they were receiving from Local 20 officials. Sharon Hess, wife of striking employee Dave Hess, decided to bring more pressure on the company. At a press conference, striking employees and their wives and children announced the formation of Teamsters United for Family Fairness (T.U.F.F.). Mrs. Hess states, "As wives, we have just as much at stake in this strike as our husbands do."

Besides taking picket duty, the wives have joined their husbands in leafletting owner Dale Craig's neighborhood, asking the neighbors to phone Mr. Craig protesting his treatment of the strikers and their families.

B.A. Ray Lichtenwald, when told of the wives' activity, commented that it was fine that the wives were playing a supporting role in the strike, but that they should limit their activity to "making sandwiches and coffee for the men".

Rank and file committee members are planning to announce publicly that they are joining with TDU and are committed to continue putting pressure on the company to save the union and their jobs.

Schneider Drivers Prepare Lawsuit

About a dozen Schneider Transport drivers from Rochester, Minn. Local 160 are putting together a lawsuit against the company, and possibly against their Local, because of a series of flagrant contract violations by the company.

The story begins in mid-September, 1981, when Schneider informed the drivers they had two choices if they wanted to keep working: redomicile at their own expense to Pennsylvania, or accept 21-day dispatches with no meal pay, free deadheads, no layover pay, and other substandard arrangements.

When the drivers refused these unilateral contract changes, junior men who accepted the 21-day runs were dispatched. This continued for two weeks, until the drivers were laid off while junior men continued to work.

When seniority grievances were heard at the Minnesota Joint State

Committee in December, the minutes show the grievances were "referred back to the parties for settlement." The drivers believe they won the grievance and referral was only on the terms of the back pay settlement. Local 160 Pres. Donald Cummings and Schneider say the grievance was lost.

When additional grievances were filed, deadlocked, and went to Chicago, the company claimed the union had agreed to the company's two-pronged proposal. It said any man who wouldn't move or take the 21-day dispatches had refused work.

The only agreement the men have seen is a signed two-page document from February (the Chicago hearings were in March) between Local 160 and Schneider. This recognized the company's right to make a one-time only offer to the drivers to accept temporary redomiciling without moving or layover compensation. If they refused,

they went back to layoff status.

The Schneider drivers are working with attorney Rick MacPherson on a suit to win their lost back pay and enforce the contract. It is an important suit, especially since so many truckload outfits are trying to walk all over the contract. Unilateral redomiciles without changes of operations is an increasingly common tactic.

The drivers need additional information from other Schneider drivers—and they need money. If you can help with either, contact Tim and Anne Dubois, 7364 Colorado N., Minneapolis, MN, 55443.

U.S. Action Against Election Expected in Williams' Local 41

It appears quite likely that the U.S. Labor Department will soon go to court to overturn the election held late last year in Kansas City Local 41, the home local of Roy Williams.

Charges filed by rank and file challenger Dale Holland to the Department have been investigated, and Labor Department staffers have been quoted in the *Kansas City Times* stating they have recommended court action.

Roy Williams himself occupied the position of president of Local 41 until 1981, when he resigned and inserted

his hand-picked successor, Del Nabors, a long-time associate of Williams and an ex-boxer.

Nabors won the election by a minority count, a 151 margin out of some 3800 cast, with the third candidate drawing 688 votes.

Dale Holland is confident his support is increasing. "The freight and UPS contract hurt them and they're hurting themselves every day," he stated. "I am hopeful the Labor Department will act, and that we can win this time. We're bucking the whole machine, but the support from the members is growing."

JOIN TDU!

*\$20. Not a lot of money. Less than one month's union dues.
Only 1/17,687 of Jackie Presser's 1981 salary. It's a small investment
to make towards building a movement that can bring Presser and
the rest of them in line. Join TDU today.*

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

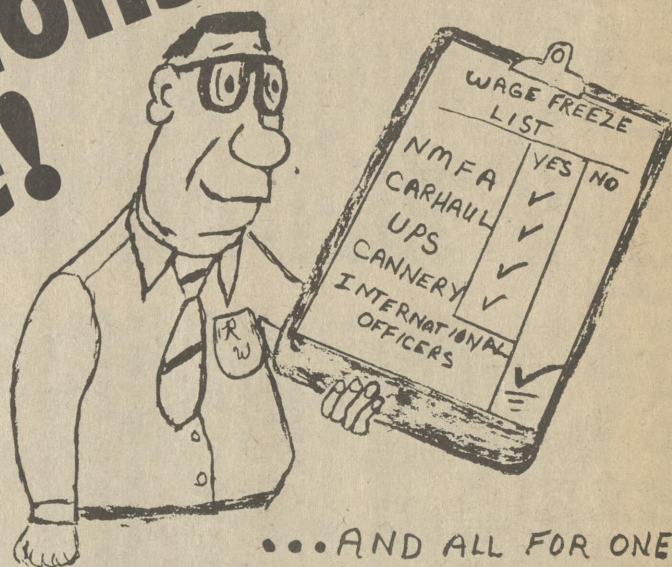
City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Construction ☐ Production ☐ Other _____

- ☐ \$20 membership fee—for one year's membership & subscription to CONVOY DISPATCH.
- ☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)
- ☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

No Concessions Here!

Report On Our Officials' 1981 Salaries



© 1982 RAGTOP

...AND ALL FOR ONE

While many of our top Teamster officials are telling the members that they must accept takeaway contracts and all kinds of concessions, TDU has conducted a month-long study of government records to determine if our officers are practicing what they preach.

The results speak for themselves. Printed here is a list of top Teamster officials TDU has identified as making over \$100,000 in salaries in 1981. The figures are based on the LM-2 and LM-3 forms which must be filed each year with the U.S. Department of Labor.

Far from giving concessions, the number of officials who pocketed \$100,000 rose from 38 to 53 in the last year. And keep in mind that virtually everyone on this list has other remunerations as well, financed by our dues. Perks such as free luxury autos and the use of a fleet of luxury jet planes. Plus, at least half the individuals on this list have lined up four (4) pensions or more, while most of the rest have at least three (3).

Furthermore, many of these officials have COLA protection that every Teamster dreams of. At the 1981 IBT Convention, the International officials were given 100% Cost-of-Living protection. For every penny of inflation, they get a penny salary increase. If inflation goes up 10% this year, Roy Williams will get a \$25,000 COLA increase, while Teamsters under the freight, UPS, carhaul and other contracts have seen their COLA payment cut from twice to once each year, with the companies allowed to finance future health and welfare payments out of COLA. Hardly equality of sacrifice.

In fact, a major portion of the dues paid to the International Union in per capita taxes

goes to these multiple salaries and multiple pensions to make these officers into millionaires.

The spectacle of the officials' salaries skyrocketing to millionaire levels while the members are forced to take wage freezes and even pay cuts is a disgrace to our Union. In other unions, such as the UAW, the officials took pay cuts comparable to those negotiated in the main contracts.

But it's not enough just to gripe about this situation. There is something you can do—join TDU, the movement of Teamsters working to change this.

Last year, at the IBT Convention, TDU delegates opposed high and multiple salaries, proposing instead to use the money to increase strike benefits and organize the unorganized. TDU delegates also introduced amendments to make the International Officers subject to membership election.

But we need more than passive support to turn this backwards system around. We need your help. We need you to join TDU. This list might help you make up your mind.

\$426,873 ?

Harold Friedman is the man pictured on the front page, and is the highest paid union official in the world. He is part of the Presser Family that drains a million dollars a year from our treasury, while advocating more and more contract concessions for hard-working Teamsters. In our next issue, we will spotlight the **Families of Power** within our union.

\$100,000 Club

NAME	CITY	# JOBS	SALARIES
Harold Friedman ¹	Cleveland	4	\$426,873
Jackie Presser	Cleveland	6	353,737
Roy Williams	Kansas City	5	256,521
Donald Peters	Chicago	3	254,307
William Joyce	Chicago	3	254,239
Salvatore Provenzano	Union City, N.J.	5	230,662
Joseph Morgan	Hallandale, Fla.	4	213,839
M.E. Anderson	Los Angeles	4	206,646
Arnie Weinmeister	Seattle	5	189,486
Frank Matula Jr.	Los Angeles	3	187,478
John Kelahan	Chicago	1	183,374
Ray Schoessling	Chicago	2	182,361
Louis Peick	Chicago	5	166,571
R.F. DePerno	Utica, N.Y.	2	163,993
Joseph Trerotola	New York	5	159,404
Joseph Bernstein	Chicago	3	157,033
Edward Lawson ²	Vancouver, B.C.	3	156,953
Bernard Adelstein	New York	3	156,579
William Genoese	New York	2	153,721
W.T. Hogan Sr.	Chicago	2	147,749
Robert Holmes	Detroit	5	146,312
Weldon Mathis	Atlanta	2	142,027
Michael Riley	Los Angeles	4	134,814
Joseph L. Bernstein	Chicago	1	131,584
George French	Seattle	2	129,197
Jack Yager	Kansas City	2	126,550
Jesse Carr	Anchorage	3	126,248
Rudy Tham	San Francisco	4	123,048
Robert Bernstein	Chicago	1	121,691
Robert Cassidy	Canton, OH	3	121,288
Meril Davidoff	New York	1	120,572
Walter Teague	Auburndale, Fla.	2	118,049
Carl Rogers	Kansas City	3	116,512
Jack Jorgensen	Minneapolis	3	114,685
Harry Davidoff	New York	1	114,110
Sam Ancona	Kansas City	2	113,399
R.V. Durham	Greensboro, N.C.	2	118,390
William McCarthy	Boston	4	113,342
Walter Shea	Washington, D.C.	1	112,788
Joseph Konowe	New York	3	111,878
Andrew Suckart	Cleveland	2	111,810
Vincent Trerotola	New York	4	108,349
C.H. Jones	Dallas	3	107,693
Delbert Nabors	Kansas City	2	107,227
Fred Roberto	Bridgeport, CT	3	106,170
Marion Winstead	Louisville	3	106,121
Norman Greene	Washington, D.C.	2	102,978
Loran Robbins	Indianapolis	3	102,753
Everett Moody	Cleveland	2	102,489
Sherman Brown	Cleveland	2	101,277
George Moffatt	Stockton, CA	3	100,645
John Cleveland	Washington, D.C.	4	100,638
August Szucs	Chicago	1	100,459

1. Includes a salary from Bakers Local 19 (AFL-CIO), which is housed in the same offices as Teamsters Local 507, shares the same business agents and recreational fund.

2. Includes only salaries from the International Union. Records are not filed for Canadian affiliates. If they were, Lawson's salary would undoubtedly be higher, and other Canadian officials would be on this list.

Note: The figures listed here include salaries, allowances and expenses paid to the officials.

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